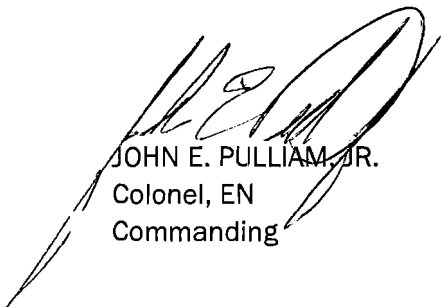


MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Memorandum # 10 - Support Statement for the Affirmative Action Program for Hiring, Placement, and Advancement of Individuals with Disabilities and the Affirmative Action Program for Disabled Veterans

1. Persons with disabilities make a significant contribution to accomplishment of the mission of the U.S. Army Corps of Engineers.
2. PL 93-112 requires that all Federal employers provide employment and promotion opportunities for individuals with disabilities. 38 U.S.C. 4214 and 5 U.S.C. 3112 require that agencies promote the employment and advancement of disabled veterans (especially those who are 30 percent or more disabled), in positions for which they are qualified.
3. Disability may not be used as the rationale for non-selection of a disabled individual who, with or without reasonable accommodations, is otherwise fully qualified for employment in a position. However, these policies do not permit preferential treatment in employment and advancement of individuals with disabilities (beyond any veterans' preference authorized for initial appointment to the competitive service). These policies do require that managers assess the program, seek out applicants with disabilities, including disabled veterans, and give them full consideration within applicable rules. Continuing consideration should be given to: 1) including the special handicapped and veteran appointing authorities in your recruiting strategies for vacancies, and/or 2) establishing and filling positions as upward mobility or intern positions to provide more promotion opportunities within the current workforce.
4. Managers and supervisors are responsible for assuring their workplace is accessible to persons with disabilities.
5. Any manager uncertain of the provisions of these programs should contact the Program Coordinator in the Civilian Personnel Advisory Center for information to assure a proper climate and environment for members of our workforce and to employ individuals with disabilities who qualify for employment within the Wilmington District.
6. I fully support this program and expect each manager and supervisor within the Wilmington District to do likewise.



JOHN E. PULLIAM, JR.  
Colonel, EN  
Commanding

Distribution:  
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